

CURRENT SITUATION AND SOLUTIONS TO PROMOTE THE ROLE OF ETHNIC MINORITY WOMEN IN THE POLITICAL SYSTEM FACILITIES IN THE NORTHWEST PROVINCES OF VIETNAM TODAY

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Abstract: Ethnic minority (ethnic minority) female cadres in the grassroots political system (CCT) play a very important and strategic role in the Northwest provinces as well as in the three provinces of Dien Bien, Lai Chau and Son La of Vietnam today. This is not only the goal but also the driving force for the process of accelerating the industrialization and modernization of agriculture and rural areas in the country in general and the Northwest in particular. They have a particularly important role in the strategy of economic, political, social development and defense security consolidation in ethnic minority and mountainous areas in the North of Vietnam.

Keywords: Female staff; Female cadres of ethnic minorities; Grassroots political system

I. INTRODUCTION

The provinces in the Northwest region of Vietnam, including the three provinces of Dien Bien, Lai Chau and Son La, are inhabited areas of the majority of ethnic minorities, and have an important strategic position politically, economy, culture, security, national defense, foreign affairs, and sustainable protection of the ecological environment. This is also an area that is also heavily influenced by the remnants of war. The political, economic, cultural and social life of ethnic minorities still faces many difficulties: small-scale production is basically backward agriculture and heavily dependent on nature and literacy. It is very low; the great potential of the region has not been brought into full play and exploited. This makes the position and role of the political system at the communal level of ethnic minorities in the Northwest provinces in general and the three aforementioned provinces especially important in political stability and economic development, culture, society and national defense and security of the region.

One of the factors that contribute to the economic, political, cultural and social stability and development of the Northwestern provinces in the renovation is the significant contribution of ethnic minority female cadres in HTC in this area.

II. CONTENT

Women in the Northwestern provinces of Vietnam in general and women from ethnic minorities in Dien Bien, Lai Chau and Son La provinces in particular have made great contributions to the history of building and defending the country of the Vietnamese people. Along with the caring policies of the Party and State, the relentless rise to self-affirmation of women, it is clear that Vietnamese women have been liberated and their capacities have been increasingly enhanced. Deeply aware of this, during the process of leading the revolution, especially in the reform years from 1986 up to now, the Communist Party of Vietnam has always affirmed: promoting the role of women is a strategic task. of the Party, State and the entire political system; liberating women, engaging women in political life and social affairs were one of the strategic objectives and missions of the revolution.

II. CONTENT

Resolution of the 7th Conference Session IX (2003) on ethnic affairs has pointed out the urgent task: To well implement the work of planning, training, retraining, and employing ethnic minority cadres for each region, each ethnic group [1]. This is considered as one of the most important teams of the Party on ethnic issues in the doi moi era. That policy continues to be implemented in the terms of the X, XI, XII Congress of the Party in order

to: “Improve the quality of education and training; the quality of human resources and taking care of building a contingent of ethnic minority cadres, a reputable representative in the community of ethnic minorities” [2].

1. The status of ethnic minority female cadres in the communal political system in the current Northwestern provinces of Vietnam.

Firstly, although the number of ethnic minority cadres has increased, there is a lack of balance between branches and fields; In particular, there is a shortage of female ethnic minority cadres in the political system at commune level.

In terms of quantity, there are many positive factors when the number of ethnic minority cadres at the grassroots level is relatively large. However, in the professional structure of ethnic minority female cadres in the Northwestern provinces, there are still many shortcomings, female ethnic minority cadres in education account for a larger number than those related to mechanics. copies, science and technology, finance, banking account for a very limited number. Some branches such as: biotechnology, external economics, environmental science, post and telecommunications,... highly qualified female ethnic minority cadres are few, even many branches do not have female ethnic minority staff. The resource creation for ethnic minority female cadres in the above sectors has not been given adequate attention; especially the election policy has not been scientifically researched and deployed. This creates a lack of uniformity among female ethnic minority cadres in the Northwestern provinces. Therefore, there is a situation that some ethnic minority female cadres work not in the right profession, so they cannot bring into full play their abilities, wasting human resources.

In addition to the imbalance between sectors, in the Northwest provinces there is a lack of female ethnic minority cadres doing ethnic work. According to Decision No.402/QĐ-TTg dated March 14, 2016 on "Approving the Project on developing the contingent of ethnic minority cadres, civil servants and employees in the new period" of the Prime Minister and until the next year In 2018, the number of ethnic minority cadres, officials and civil servants doing ethnic work is regulated as follows: “The Provincial Committee for Ethnic Minorities, the Division of Ethnic Affairs under the Office of the People's Committee of the province has a proportion of civil servants, Ethnic minority officials are at least 40% of the total staff assigned ”[3].

Table 1. Summary of the number of ethnic minority officials by ethnic group in the three provinces of Dien Bien, Lai Chau and Son La and by the end of 2019

Ethnic groups	Dien Bien		Lai Chau		Son La	
	Quantity	Ratio (%)	Quantity	Ratio (%)	Quantity	Ratio (%)
Ethnic: Thai	1681	45	1252	44	2110	45,5
Ethnic: Mông	1396	37	1131	40	1661	36
Ethnic: Dao	551	15	387	14	715	15
Ethnic: La Hủ	69	1,85	37	1,3	101	2,2
Others	38	1.15	29	0,7	47	1,3
Total	3735	100	2836	100	4634	100

Source: www.viendantochoc.vass.gov.vn [4]

Comment: As of December 2019, officials from Thai ethnic group still account for a high proportion, followed by Mong people; other ethnic minorities account for less than 2%; especially in Lai Chau it is only 0.7%. Although the above ratio is still very modest, it is the initial result showing the efforts of the authorities of the three provinces of Lai Chau, Dien Bien and Son La in building harmonious ethnic minority cadres in structure. ethnic population.

Secondly, female ethnic minority cadres are lacking and the grassroots level is still weak, not meeting the requirements of development.

Pursuant to the Prime Minister's Decision No.402/QĐ-TTg dated March 14, 2016, "Approving the Project on developing the contingent of ethnic minority cadres, civil servants and employees in the new period" of the Prime Minister, regulations:

+ Provinces and cities with the proportion of ethnic minorities from 5% to less than 10% of the total population of the province: the proportion of ethnic minority cadres, civil servants and employees participating in agencies, organizations and units. Provincial level is at least 3% of the total number of staff to be assigned.

+ Provinces and cities with the proportion of ethnic minorities from 10% to less than 30% of the total population of the province: the rate of ethnic minority cadres, civil servants and employees participating in agencies, organizations and units. Provincial level is at least 5% of the total number of staff to be assigned.

	Lai Chau (Unit:person)	Son La (Unit:person)	Dien Bien (Unit:person)
Population of the whole province	460.196	1.248.416	598.856
Ethnic minorities	386.963	1.042.552	508.533

Source: Statistical Yearbook of Lai Chau, Son La and Dien Bien Provinces in 2019

In the Northwest provinces, there is no province where the proportion of ethnic minority cadres at provincial level reaches 5% as the lowest level in Decision No.402/QĐ-TTg dated March 14, 2016 of the Prime Minister on “Approving the project. to develop the contingent of ethnic minority cadres, civil servants and employees in the new era”. In addition, there are no district ethnic minority cadres that have not achieved the same number as in the above Decision. The limited number of ethnic minority cadres at the provincial and district levels is limited, not only showing shortcomings in resource generation and planning of ethnic minority cadres, but also significantly affecting the planning and implementation of policies Northwest province.

Regarding ethnic minority cadres, especially female cadres, the process of industrialization and modernization in agriculture and rural areas requires grassroots cadres to have professional qualifications to meet the requirements of the tasks in the situation new. However, the survey in the Northwest provinces shows that the ethnic minority female cadres still have many weaknesses and shortcomings. The ethnic minority female cadres at grassroots level in many places are not equal, not on par with the tasks in the new situation. In addition, the dynamism and creativity of ethnic minority female cadres is not high, and professional capacity in ethnic affairs is weak; At times, there are times when ethnic minority female cadres still lack revolutionary moral qualities and distance from the masses, leading to a lack of objectivity in the implementation of ethnic policies, and science, causing loss of trust among the masses people.

Thirdly, the state management qualifications of ethnic minority cadres have not met the development requirements.

State management is a very necessary capacity for officials. Ethnic minority cadres in the Northwestern provinces are often strongly influenced by the empirical and emotional management methods of traditional community organization. Such management methods reveal many shortcomings, failing to bring into play the capacity of the cadres themselves, the agencies and units in which the officer works. Therefore, mastering the scientific theoretical system of state administrative management is an indispensable requirement of each ethnic minority official. This helps EM staff to plan, organize, lead and check the work of themselves and the individuals they manage, making good use of available resources to achieve progress goals in framework of law. However, in recent years, the accumulation of knowledge on state administrative management has not been given due attention by ethnic minority female cadres in the Northwestern provinces. The proportion of ethnic minority female cadres who have been trained in state administrative management is not high.

Table 2. Summary of state management qualifications in all regions of Vietnam

Areas	Trained(%)	Untrained(%)
Nationwide	63,0	37,0
Northern mountainous region	61,5	38,5

Central	19,7	80,3
Central Highlands	20,5	79,5
Southeast	42,9	57,1
South West	43,8	56,2

Source: Author compiled from the Report on the quantity and quality of cadres, civil servants and public employees of the People's Committees of regions across the country.

Thus, the proportion of ethnic minority female cadres who have not received any training in state management in the Northwest provinces is still very low, just higher than the national average. The number of ethnic minority cadres in the Northern regions in general and the Northwest provinces in particular completing the state administrative management programs is still limited, while state management is the necessary capacity of the people leader. With the above situation, it is required to renew policies to encourage training and self-training for ethnic minority cadres in a more effective direction.

Fourthly, the informatics and foreign language skills of ethnic minority cadres are still low, not meeting the needs of work and study.

Through the actual survey, the demand for informatics and foreign languages among ethnic minority cadres is very high, but the reality shows that the informatics and foreign language skills of ethnic minority officials are very limited. Especially at the commune and town level, there are no staff with university degrees in informatics. Most of the ethnic minority cadres have only A, B and C certificates for information technology and foreign languages according to the requirement of the official rank. This will greatly affect local performance. The current language and informatics capacity of ethnic minority cadres has not really met the work requirements. In the period of strong development of science and technology in the current knowledge economy and integration, limited information technology and foreign languages will be a huge barrier that negatively affects the work efficiency of the staff ethnic minorities.

Table 3. Summary of literacy levels of ethnic minorities in the Northwest

No.	Ethnic minorities	Literacy rate in general education (%)
1	La Hủ	34,60 %
2	Lự	42,80 %
3	Mông	43,80 %
4	Mông	48,60%
5	Hà Nhì	50,60%
6	Lô Lô	54,50%
7	Bru Vân Kiều	63,30%
8	Chu ru	71,30%
9	Xơ Đăng	72,70%
10	Mnông	72,90%
11	Tà ôi	74,10%
12	Giẻ Triêng	75,70%

(Source: Ethnic Minorities and Mountainous Rights Center (HRC), “Number of Ethnic Minorities by Region”, At: <https://vietnam.opendevelopmentmekong.net/en/topics/ethnic-minorities-and-indigenous-people/>) [5]

The table above shows that the percentage of ethnic minorities in the Northwest who can read and write in Mandarin (Vietnamese) has the lowest rate among ethnic minorities in the country, especially the La Hu ethnic minority in the two provinces. Lai Chau and Dien Bien have the lowest rates (34.6%), the Mong people in Bac Yen (Son La) are 100% ethnic minorities, but the proportion of people who can read and write in Mandarin is also very low (48,6%). Meanwhile, in Quang Binh, Quang Tri and Thua Thien Hue, socio-economic conditions are similar to that of ethnic minorities in the Northwest, but the rate of ethnic minorities who can read and write in Mandarin is high. Bru Van Kieu in Quang Binh, Quang Tri (63.3%), Ta Oi (74.1%) or ethnic minorities in the Central Highlands such as: Xo Dang (72.7%), Giẻ Triêng (75,7%). This shows that, the literacy level of ethnic

minorities in the Northwest in general, the three provinces of Lai Chau, Son La and Dien Bien in particular is still quite low, affecting the education and efforts of female cadres. Ethnic minorities in the Northwest.

Fifthly, up to now, there is still a lack of highly qualified and professional staff in many fields.

At present, in Lai Chau, Son La and Dien Bien provinces, there is still a lack of highly qualified ethnic minority cadres in many fields, especially the ethnic minority female cadres capable of independent scientific research to solve the problem. solving practical problems in order to promote local socio-economic development

Table 4. Summary of qualifications of ethnic minority cadres in different regions of the country

Unit: %

Level Province	Undergraduate	Elementary	Intermediate	Graduate	Postgraduate
Northern Uplands	8	3	25,5	59,9	3,6
Central and Central Highlands	4,5	13,7	36,2	43,2	2,4
East, South West	15,5	2,7	21,5	59,2	1,1

Source: Synthesized from the Report on the quantity and quality of the contingent of cadres, civil servants and employees of the People's Committees of regions across the country.

Thus, the number of highly qualified ethnic minority cadres in the northern mountainous provinces is higher than in other regions of the country, but also very low. Only 3.6% after university degree. Despite the active support of centers, research institutes and colleges and universities in the area and the country in scientific research, implementation of development programs and projects, but with the force of experts too thin will greatly affect the implementation of socio-economic development policies in the locality.

Sixth, the practical capacity of ethnic minority cadres remains limited.

The practical capacity of the contingent of ethnic minority cadres, especially female cadres, is shown in such criteria as: work effectiveness; initiative, creativity; the ability to unite, gather and gather cadres; executive capacity, implementation organization; degree of fulfillment of assigned functions and tasks; ability to forecast the situation and handle complicated situations arising in the branch, field or locality at work.

Based on the above criteria, it can be seen that the ability of ethnic minority cadres is still very limited, reflected in the low initiative and creativity. Through interviews in 3 provinces of Lai Chau, Son La, Dien Bien, the author found that the female ethnic minority cadres still lacks many basic skills that are essential for them such as: independent working skills, leadership skills. collective leadership, judgment and problem solving skills, ... These things have a negative impact on the work of ethnic minority women cadres. Facing new and emerging problems that need to be solved will be very difficult, confusing and deadlocked. Practical capacity is the clearest and most convincing demonstration of professional qualifications, skills and organizational and management qualifications of ethnic minority female cadres in the Northern mountainous provinces. Therefore, this is also the biggest limitation that needs to be overcome in the work of ethnic minority women cadres in the northern mountainous provinces.

3. Some basic solutions to promote the role of ethnic minority women cadres in the grassroots political system in the Northwest provinces of Vietnam in the new situation

In the coming time, in order to promote the role of female cadres, it is necessary to raise awareness of all levels, sectors, socio-political organizations in the political system about their role in the main system at the grassroots level.

*** Continue to raise awareness about the importance of promoting the role of ethnic minority women cadres in the grassroots political system in the Northwest provinces.**

Agreeing and raising awareness of the importance of the development of ethnic minority female cadres in the

political system, at all levels, sectors and the whole society in general, the grassroots political system in the Western provinces. The North in particular is the scientific basis for solutions to promote effectiveness, raise awareness and the role of ethnic minority women cadres in the grassroots political system. To do this well, it is necessary to focus on the following issues:

Firstly, it is necessary to thoroughly grasp the Party's line and guidelines, the State's legal policies on equality among ethnic groups, and policies on the development of ethnic minority cadres in the Northwestern provinces, it is necessary to actively implement preferential policies. priority in the training and retraining of ethnic minority cadres.

Second, effectively use media and communication in propaganda to unify and raise awareness of the importance of developing ethnic minority women cadres in the grassroots political system.

Thirdly, implementing the democratization of the work of ethnic minority female cadres in the communal political system associates with boldly proposing and assigning capable ethnic minority female cadres to take on leadership positions in local activities.

Fourth, promote the role of reputable people in the ethnic minority community in promoting the role of ethnic minority women cadres in the grassroots political system.

*** The group of solutions to planning and creating sources of ethnic minority female cadres in order to further promote the role of ethnic minority women cadres in the grassroots political system in the Northwest provinces.**

In order to maximize the role of ethnic minority women cadres in the grassroots political system in the Northwestern provinces, which are enough to meet the needs of industrialization, modernization and building a new cultural life in the village. In current and future versions, the issue of creating resources in staff work is the most important issue. To do this work well, it is necessary to focus on the following scientific solutions:

Firstly, define the right short-term and long-term goals of the development, planning and implementation of the master plan to create the source of ethnic minority female cadres in these localities in general, and the communal political system in particular. maximizing the role of female cadres.

Second, develop solutions and tools to plan and implement the master plan to create the source of ethnic minority female cadres in the grassroots political system and select the most optimal solutions and tools to implement the planning for staff generation. ethnic minority women.

Thirdly, promote democracy in developing, planning and implementing the planning for ethnic minority women cadres in the communal political system in order to arouse and promote the role of ethnic minority women cadres in the Northwest provinces.

*** The group of solutions to well implement mechanisms and policies to develop ethnic minority female cadres in order to maximize the role of ethnic minority women cadres in the grassroots political system. Northwest province**

Mechanisms and policies for the development of ethnic minority female cadres in the communal political system are understood as strategies and guidelines, measures and specific organization and operation methods to implement the development path of ethnic minority female cadres in a certain time. In order to motivate ethnic minority female cadres in the grassroots political system in difficult areas in the Northwest provinces, it is necessary to focus on the following issues:

Firstly, reforming mechanisms and policies to mobilize financial resources in the development of ethnic minority cadres, especially female cadres.

Second, the reform of financial mechanisms and policies in the development of ethnic minority cadres is an important basis for promoting the role of ethnic minority women cadres in the grassroots political system in the

Northwest provinces.

Thirdly, there should be mechanisms and policies to attract ethnic minority intellectuals and female Kinh intellectuals to work permanently at the commune level in the Northwest provinces.

*** The group of solutions to raise awareness of responsibility for participation in training and self-training of ethnic minority female cadres, family members and local ethnic minority communities**

The sense of responsibility to participate in the training and self-training of ethnic minority cadres, especially female cadres in the communal political system, is a decisive factor in their capacity to operate and perform their own tasks. The former staff members themselves have increasingly required professional qualifications in the period of strong development of the current science and technology revolution, especially the strong effects of the revolution. Fourth technology. In order to raise awareness of the responsibility to participate in the training and self-training of female cadres in the communal political system in the Northwestern provinces, it is necessary to focus on implementing the following contents:

Firstly, promoting communication and education so that ethnic minority women cadres in the communal political system are aware of and raise their sense of responsibility to participate in training and self-training.

Second, bringing a sense of responsibility to participate in training and self-training to improve qualifications, expertise and skills is an important basis in the planning, rotation and appointment of staff.

Thirdly, for ethnic minority women cadres in the communal political system to bring into play their role in the process of performing tasks, it is necessary to understand and sympathize with members of the community community, directly and with the strongest impact are the family members of the female cadre.

III. CONCLUSION

Promoting the role of female cadres in the society in general and in the CLC in the Northwestern provinces in particular has become an urgent need of the national development process, the process of industrialization and modernization of agriculture. countryside. It can be said that ethnic minority cadres in general and ethnic minority female cadres in particular in the grassroots political system are the core nuclei of the Party, authorities and mass organizations from communes, wards and towns to villages. Under current conditions, this issue must be considered as one of the political tasks of special significance to contribute to economic, political, socio-cultural stability and national defense security in key areas. of Vietnam. Therefore, training ethnic minority female cadres in the grassroots political system in all aspects: cultural qualifications, professional skills, political theory, reception skills, ... towards building intellectuals. Strong ethnic minorities are one of the important strategic tasks of Vietnam in general and the Northwest province in particular is the foundation and basis for the socio-economic development of ethnic minority areas. step by step overcome the backward situation, bring the ethnic minority areas to develop in harmony with the general development of the whole country in today's integration and development trend.

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